

Now, add up your score and see how you're doing:

*Total Score:*

40-36....Outstanding; truly attentive and trying to listen. Probably have the reputation of being a good listener.

30-35.... Very good; with some effort, you could move into the upper range. Probably need more effort put into attention and judgmental evaluation.

26-29....Need work. Identify your lowest self ratings and ask why you see yourself that way. Does it interfere with your job? What would the pay off be if you could improve?

25 or Below...Most of all, ask yourself... was I really serious about this test? If you were then examine your behavior. What are you getting by answering the way you did? What would you gain if you could answer each question more positively?

*General Hint:*

If you're truly oriented toward becoming all that you can be, go back and try this one on for size: Give this assessment to someone who knows you well (spouse / coworker / confidant... perhaps even a subordinate) and ask them to give you feedback on each question in terms of how they observe your listening techniques. Accept this feedback without reading it defensively. It may be a learning experience for both of you.

